

**DECLARATION AND POWER OF ATTORNEY FOR
PATENT APPLICATION**

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name;

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled

System and Method for Personnel Management Collaboration

the specification of which (check one)

X is attached hereto.

— was filed on _____
as Application Serial No. _____
and was amended on _____ (if applicable).

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose information which is material to the patentability of this application in accordance with Title 37, Code of Federal Regulations, §1.56, including for continuation-in-part applications, material information which became available between the filing date of the prior application and the national or PCT international filing date of the continuation-in-part application.

I hereby claim foreign priority benefits under Title 35, United States Code, §119(a)-(d) or (f), or § 365(b) of any foreign application(s) for patent, inventor's or plant breeder's rights certificate(s), or § 365(a) of any PCT international application which designated at least one country other than the United States of America, listed below and have also identified below, any foreign application for patent inventor's or plant breeder's rights certificate(s) or any PCT international application having a filing date before that of the application on which priority is claimed.

Prior Foreign Application(s):

Priority Claimed Certified Copy Attached

____ Yes ____ No ____ Yes ____ No
(Number) (Country) MM/DD/YYYY

I hereby claim the benefit under Title 35, United States Code, §120 of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by the

first paragraph of Title 35, United States Code, §112, I acknowledge the duty to disclose information material to the patentability of this application as defined in Title 37, Code of Federal Regulations, §1.56 which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

(Application Serial #)	(Filing Date)	(Status)
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I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

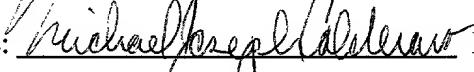
POWER OF ATTORNEY: As a named inventor, I hereby appoint the following attorneys and/or agents to prosecute this application and transact all business in the Patent and Trademark Office connected therewith.

John W. Henderson, Jr., Reg. No. 26,907; James H. Barksdale, Jr., Reg. No. 24,091; Thomas E. Tyson, Reg. No. 28,543; Robert M. Carwell, Reg. No. 28,499; Jeffrey S. LaBaw, Reg. No. 31,633; Douglas H. Lefeve, Reg. No. 26,193; Casimer K. Salys, Reg. No. 28,900; David A. Mims, Jr., Reg. No. 32,708; Volel Emile, Reg. No. 39,969; Leslie A. Van Leeuwen, Reg. No. 42,196; Christopher A. Hughes, Reg. No. 26,914; Stanley B. Green, Reg. No. 24,351; John E. Hoel, Reg. No. 26,279; Joseph C. Redmond, Jr., Reg. No. 18,753; Marilyn S. Dawkins, Reg. No. 31,140; Cynthia S. Byrd, Reg. No. 39,365; Joseph T. Van Leeuwen, Reg. No. 44,383.

Send correspondence to:

Joseph T. Van Leeuwen
P.O. Box 81641
Austin, Texas 78708-1641

FULL NAME OF SOLE OR FIRST INVENTOR: Michael Joseph Calderaro

INVENTOR'S SIGNATURE:  DATE: 6/28/01

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CITIZENSHIP: USA

POST OFFICE ADDRESS: 401 Explorer St.
Austin, Texas 78734

FULL NAME OF SECOND INVENTOR: Robert John Castro

INVENTOR'S SIGNATURE: _____ DATE: _____

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Raleigh, North Carolina 27606

CITIZENSHIP: USA

POST OFFICE ADDRESS: 406 Autumngate Drive
Raleigh, North Carolina 27606

FULL NAME OF THIRD INVENTOR: Corrine Glavin Krumenacker

INVENTOR'S SIGNATURE: _____ DATE: _____

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CITIZENSHIP: USA

POST OFFICE ADDRESS: 2200 Heathrowe Place
Raleigh, North Carolina 27609

FULL NAME OF FOURTH INVENTOR: Lynn P. Lepore

INVENTOR'S SIGNATURE: Lynn P. Lepore DATE: 6/28/01

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CITIZENSHIP: USA

POST OFFICE ADDRESS: 3877 Royal Troon Drive
Round Rock, Texas 78664

FULL NAME OF FIFTH INVENTOR: William Daniel Ordway, Jr.

INVENTOR'S SIGNATURE: _____ DATE: _____

RESIDENCE: 8 Edgecombe Ct
Smithfield, North Carolina 27577

CITIZENSHIP: USA

POST OFFICE ADDRESS: 8 Edgecombe Ct
Smithfield, North Carolina 27577

FULL NAME OF SIXTH INVENTOR: Patricia E. Vickers

INVENTOR'S SIGNATURE: Patricia E. Vickers DATE: 6/28/01

RESIDENCE: 2213 Macaw Drive
Cedar Park, Texas 78613

CITIZENSHIP: USA

POST OFFICE ADDRESS: 2213 Macaw Drive
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IBM DOCKET NO. AUS9-2001-0237-US1

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<u>(Number)</u>	<u>(Country)</u>	<u>MM/DD/YYYY</u>	<u>Yes</u> <u>No</u>	<u>Yes</u> <u>No</u>

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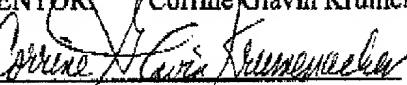
FULL NAME OF SECOND INVENTOR: Robert John Castro

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FULL NAME OF THIRD INVENTOR: Corrine Glavin Krumenacker

INVENTOR'S SIGNATURE:  DATE: 6/28/2001RESIDENCE: 2200 Heathrowe Place
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CITIZENSHIP: USA

POST OFFICE ADDRESS: 2200 Heathrowe Place
Raleigh, North Carolina 27609

FULL NAME OF FOURTH INVENTOR: Lynn P. Lepore

INVENTOR'S SIGNATURE: _____ DATE: _____

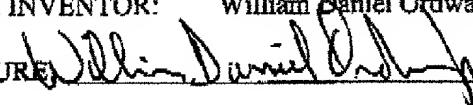
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FULL NAME OF FIFTH INVENTOR: William Daniel Ordway, Jr.

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FULL NAME OF SIXTH INVENTOR: Patricia E. Vickers

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